Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:

HQ/SOCR (and below)

For 4th Quarter 2013 for period ending September 30, 2013

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
Number of Complaints Filed	95	112	133	128	133	152
Number of Complainants	62	55	77	109	133	150
Repeat Filers	2	2	4	3	0	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	
Race	36	39	36	38	43	50
Color	9	8	10	6	11	11
Religion	6	5	5	4	6	8
Reprisal	30	41	34	38	66	75
Sex	35	40	40	27	40	40
PDA	0	0	0	1	1	1

National Origin	18	23	18	28	21	21
Equal Pay Act	4	7	1	0	0	2
Age	17	27	34	29	37	36
Disability	14	23	28	26	28	40
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	4	2	3

Complaints by Issue	**Comparative Data**					
	Previous Fiscal Year Data					**2013Thru09-30**
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	**2008**	**2009**	**2010**	**2011**	**2012**	
Appointment/Hire	0	0	0	0	1	2
Assignment of Duties	4	9	9	9	19	19
Awards	1	3	0	1	1	2
Conversion to Full-time	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	1	0	3
Reprimand	0	0	4	8	10	8
Suspension	1	1	1	1	5	5
Removal	0	1	1	1	1	1
Other	2	0	1	5	5	3
Duty Hours	0	1	1	1	2	4
Evaluation Appraisal	9	16	8	14	24	25
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	37	41	50	47	65	55

Sexual	5	4	5	4	2	3
Medical Examination	0	2	1	1	5	7
Pay (Including Overtime)	0	1	3	1	5	7
Promotion/Non-Selection	19	21	19	21	23	21
Reassignment						
Denied	0	1	1	2	1	4
Directed	0	0	0	2	4	4
Reasonable Accommodation	3	7	8	9	9	15
Reinstatement	0	0	3	0	0	0
Retirement	1	0	0	1	0	1
Termination	3	5	4	15	10	16
Terms/Conditions of Employment	5	4	10	2	7	7
Time and Attendance	1	5	7	3	6	10
Training	1	2	2	10	4	2
Other	12	14	17	12	18	25

Processing Time	**Comparative Data**					
	Previous Fiscal Year Data					**2013Thru09-30**
	2008	**2009**	**2010**	**2011**	**2012**	
Complaints pending during fiscal year						
Average number of days in investigation	308.63	254.00	228.34	289.33	260.41	276.89
Average number of days in final action	217.39	141.44	66.54	98.54	130.58	259.14
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	304.67	254.08	243.90	288.41	245.14	285.43

Average number of days in final action	8.71	82.31	0	33.68	10.00	67.41
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	314.05	253.92	216.28	290.77	285.29	268.50
Average number of days in final action	278.25	165.47	133.04	129.35	190.87	319.50

Complaints Dismissed by Agency	**Comparative Data**					
	Previous Fiscal Year Data					**2013Thru09-30**
	2008	**2009**	**2010**	**2011**	**2012**	
Total Complaints Dismissed by Agency	18	23	25	26	13	24
Average days pending prior to dismissal	79	78	47	80	36	91
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	13	18	9	13	11

Total Final Agency Actions Finding Discrimination	**Comparative Data**											
	Previous Fiscal Year Data										**2013Thru09-30**	
	2008		**2009**		**2010**		**2011**		**2012**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total Number Findings	0		0		0		1		1		1	
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	100
With Hearing	0	0	0	0	0	0	1	100	1	100	0	0

Findings of Discrimination Rendered by Basis	**Comparative Data**					
	Previous Fiscal Year Data					**2013Thru09-30**
Note: Complaints can be	**2008**	**2009**	**2010**	**2011**	**2012**	

filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		1		1	
Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		1		1		0	
Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	**Comparative Data**											
	Previous Fiscal Year Data										**2013Thru09-30**	
	2008		**2009**		**2010**		**2011**		**2012**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total Number Findings	0		0		0		1		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0

Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	1	100	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0

Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	1	100
Findings After Hearing	0		0		0		1		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	1	100	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0

Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	1	100

Pending Complaints Filed in Previous Fiscal Years by Status	**Comparative Data**					
	Previous Fiscal Year Data					**2013Thru09-30**
	2008	**2009**	**2010**	**2011**	**2012**	
Total complaints from previous Fiscal Years	0	0	0	0	0	0
Total Complainants	124	117	84	96	143	179
Number complaints pending						
Investigation	12	7	13	5	4	2

ROI issued, pending Complainant's action	0	0	0	0	3	2
Hearing	44	29	34	61	66	81
Final Agency Action	10	9	16	11	11	5
Appeal with EEOC Office of Federal Operations	27	40	46	47	57	70

Complaint Investigations	**Comparative Data**					
	Previous Fiscal Year Data					**2013Thru09-30**
	2008	**2009**	**2010**	**2011**	**2012**	
Pending Complaints Where Investigations Exceed Required Time Frames	57	35	42	11	23	26